



County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

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(213) 974-1101
<http://cao.co.la.ca.us>

DAVID E. JANSSEN
Chief Administrative Officer

Board of Supervisors
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First District

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Second District

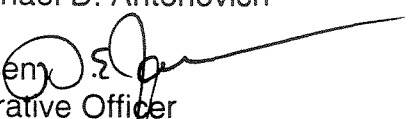
ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

July 30, 2003

To: Supervisor Yvonne Brathwaite Burke, Chair
Supervisor Gloria Molina
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: David E. Janssen 
Chief Administrative Officer

**DEPARTMENT OF CHILDREN AND FAMILY SERVICES' (DCFS) REQUEST TO
APPOINT MANAGEMENT POSITION – DEPUTY DIRECTOR, CHILDREN & FAMILY
SERVICES**

Consistent with the August 4, 1998 Board-approved policy on management appointments, we received a request from DCFS to appoint Russ Carr to the position of Deputy Director at an annual salary of \$115,000 (\$9,583.33 per month – 2nd quartile of R14). The item is fully funded in DCFS' FY 2003-04 Adopted Budget and is vacant. Attached is a copy of the Department's organizational chart for your reference. The organizational chart is a draft of DCFS' proposed reorganization which has not yet been finalized by the department and submitted to my office for approval.

Mr. Carr will be responsible for Services Bureau 2. At this time, it is anticipated that this bureau will include: SPA 4, SPA 6, Emergency Response Command Post, Community-Based Services, Child Care, and several other programs.

Mr. Carr has been an employee of DCFS for 27 years beginning as a Children's Social Worker and progressing to Division Chief with extensive experience in several areas of DCFS' including MacLaren Children's Center, regional operations, and community-based support services. Although your Board approved a reaffirmation and expansion of our current hiring/promotion freeze policy, we recommend approval of the department's request. As you know, the department has had several interim Deputy Directors for an extended period of time, but permanent leadership is needed.

Each Supervisor
July 30, 2003
Page 2

The requested annual salary of \$115,000 (which is 5 percent below control point) will provide a 17.7 percent salary increase for Mr. Carr. The requested salary is 6 percent lower than DCFS' current lowest paid Deputy Director and 9 percent lower than the two highest paid Deputy Directors. Based on the above, we concur with the Department's request to appoint Mr. Carr to the position of Deputy Director at an annual salary of \$115,000 effective August 13, 2003.

In accordance with the policy on managerial appointments, unless we hear otherwise from your offices by August 12, 2003, we will notify Dr. Sanders that he is authorized to proceed with the appointment of Mr. Carr.

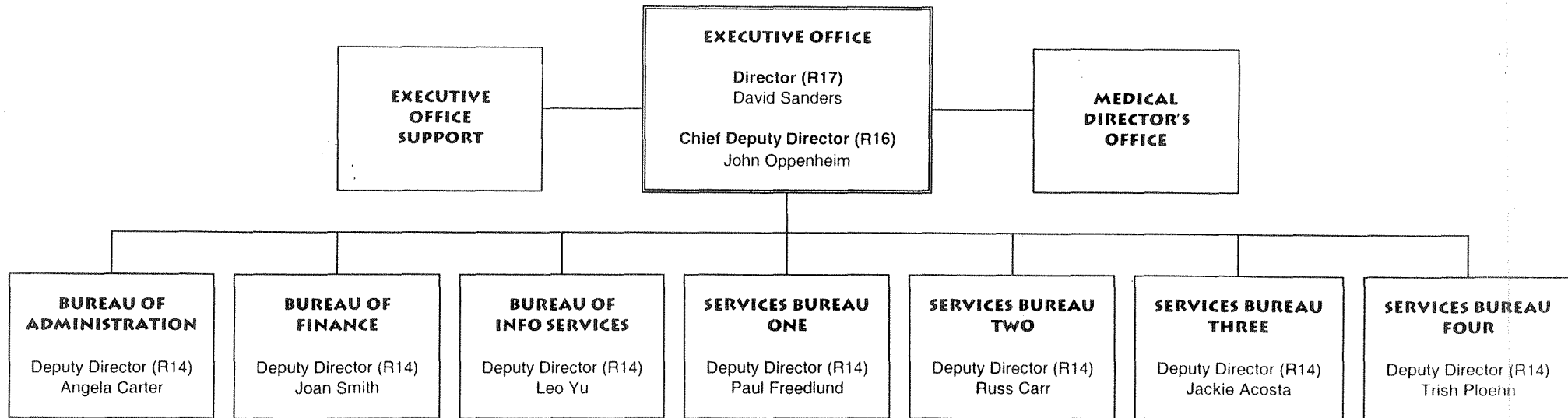
Please let me know if you have any concerns about this appointment, or your staff may contact Claudine Crank of this office at (213) 974-2356.

DEJ:DL
KH:CC:kd

Attachments

c: Executive Officer, Board of Supervisors
Director, Department of Children and Family Services
Director of Personnel

LOS ANGELES COUNTY
DEPARTMENT OF CHILDREN AND FAMILY SERVICES
PROPOSED ORGANIZATION STRUCTURE (AS OF JULY 23, 2003)



RESUME

RUSSELL F. CARR

EDUCATION

Ed.D. Institutional Management, Pepperdine University, Malibu, California, May 1998.

Master of Arts, Counseling and Guidance, Point Loma University, San Diego California, June 1982.

Master of Arts, Sociology, California State University, Los Angeles, California, June 1979.

Bachelor of Arts, Sociology, California State University, Los Angeles, California, June 1972.

Bachelor of Arts, Industrial Arts, California State University, Los Angeles, California, June 1971.

LICENSING AND CERTIFICATION

Secondary Teaching Credential - #STC 359434

Counseling Credential - #ISC03718

PROFESSIONAL EXPERIENCE

July 2000 to present: Regional Administrator, Los Angeles County Department of Children and Family Services - Responsible for the administration and direction of a service region which administers social service programs to children in need of protective services. Duties also include maintaining effective public relations with other jurisdictions and agencies, civic groups and the public. Tasks include utilizing applied principles of management and supervision, as well as the methods of policy development, planning and budgeting to meet the needs of a large service delivery area. Services include Emergency Response, Dependency Investigations, Family Maintenance, Family Reunification, Permanency Planning and Family Preservation.

January 2000 to July 2000: Chief Research Analyst, Los Angeles County Department of Children and Family Services - Responsible for planning, developing and implementing

RESUME

Russell F. Carr

Page 2

research projects designed to evaluate and improve the effectiveness of the department service and to contribute to program policy decisions. Specific tasks included establishing a research section and the initial research framework for the department. Duties included coordinating department and university research projects and completing department research projects.

1997 to 2000: Division Chief, Los Angeles County Department of Children and Family Services. Responsible for the administration and operation of the Community-Based Support Division. Programs included the Family Preservation, Family Support, AB 1733/1994, Victims of Crime and ChildCare.

July 2000 to present: Regional Administrator, Los Angeles County Department of Children and Family Services - Responsible for the administration and direction of a service region which administers social service programs to children in need of protective services. Duties also include maintaining effective public relations with other jurisdictions and agencies, civic groups and the public. Tasks include utilizing applied principles of management and supervision, as well as the methods of policy development, planning and budgeting to meet the needs of a large service delivery area. Services include Emergency Response, Dependency Investigations, Family Maintenance, Family Reunification, Permanency Planning and Family Preservation.

1985 to 1992: Director of Residential Care, MacLaren Children's Center - Responsible for the administration and operation of Los Angeles County's shelter care for abused, abandoned and neglected children. Duties included policy development, training, monitoring and evaluating services at the center. Services included admissions, supervision assessments and coordination of services between the Mental Health Department, Health Services Department, County Schools and the Department of Children and Family Services. I supervised approximately 650 - 700 staff.

1983 to 1985: Deputy Residential Care Administrator, MacLaren Children's Center - Responsible for the operation of the facility during a specific shift. Duties included staffing, supervision and evaluation of staff, assessment and coordination of services, issuing and interpreting policy and coordination of services between the Mental Health, Health Services, County Schools and the Department of Children and Family Services. I supervised approximately 200 staff.

1981 to 1983: Deputy Residential Care Administrator, MacLaren Children's Center - Responsible for the administration and preparation of the budget, responding to department and public inquiries, development and clarification of policy, payroll, personnel, Claiming, clerical support, Children's Trust Fund and record keeping. I supervised approximately 60 staff.

RESUME

Russell F. Carr

Page 3

1980 to 1981: Acting Director of Residential Care, MacLaren Children's Center - Acted as the Residential Care Director after the incumbent accepted a higher level position in another county.

1978 to 1980: Supervising Social Worker, MacLaren Children's Center - Responsible for the operation of two (2) cottages at the center. Duties included training, evaluation, staffing and direction of the care and supervision of children.

1976 to 1978: Children's Social Worker III, MacLaren Children's Center - Responsible for the shift operation of a cottage at MacLaren Children's Center. Duties included supervision and evaluation of staff, training, interpreting of policy and direction of the daily activities in a cottage.

1973 to 1976: Deputy Probation Officer, Los Angeles County - Responsible for investigations, petition filing, writing court reports and supervision of juveniles who were wards of the court under section 602 of the Welfare and Institutions code. I was also assigned guardianship, custody and abandonment cases. These cases also required investigation and reports to the court.

REFERENCES

Available upon request



DAVID SANDERS, PH.D.
Director

County of Los Angeles DEPARTMENT OF CHILDREN AND FAMILY SERVICES

425 Shatto Place, Los Angeles, California 90020
(213) 351-5602

Board of Supervisors

GLORIA MOLINA
First District

YVONNE BRATHWAITE BURKE
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ZEV YAROSLAVSKY
Third District

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Fourth District

MICHAEL D. ANTONOVICH
Fifth District

July 24, 2003

To: Sharon Harper, Assistant Chief Administrative Officer
Chief Administrative Office

From: David Sanders, Ph.D.
Director

AUTHORITY TO PROMOTE DEPUTY DIRECTORS

To implement the Service Planning Area (SPA) based delivery system as directed by the Board, in December 2002 the Board approved the reorganization of the Bureau of Children & Family Services. This replaced the single bureau of 3,827 employees under a Sr. Deputy Director and two Sr. Division Chiefs with three bureaus, each headed by a Deputy Director. Having concluded the recruitment process to fill these three positions, I am requesting authorization to appoint the following individuals:

Russell Carr and Patricia Ploehn - DCFS
Jacqueline Acosta - Department of Mental Health

Included in the formation of the three bureaus was a greatly expanded role and expectation of the Department to be implemented through each new Deputy Director. Specifically, to develop and implement several major initiatives to improve consistency and quality of decision making; to ensure for prompt permanence for children; to establish community-based and neighborhood-based shelter and foster care options and; to establish an effective decentralized delivery system of community-based and family-centered services.

To ensure for a salary commensurate with the expanded job expectations, to provide for a rate representing a level appropriately higher than existing subordinate level managers, and to the extent possible, provide a rate that represents equity amongst Deputy Directors in like DCFS organizational operations, I am seeking authorization for the following salary rates as provided for under County Code provisions for MAP Managers.

Appoint both Mr. Carr and Ms. Ploehn to Deputy Director, DCFS Range 14 at an annual salary of \$115,000 (below the control point of the range). While this represents a 17.7% increase for Mr. Carr and a 27.5% increase for Ms. Ploehn, the \$115,000 rate remains the lowest of all Deputy Directors in DCFS.

Sharon Harper
July 23, 2003
Page 2

A salary rate of \$126,577 is requested for Jacqueline Acosta, which represents a 10% increase over her current salary.

A review of subordinate managers' salaries is provided on the attached salary chart. This includes Regional Administrators and Division Chiefs, subordinate managers to the proposed new Deputy Directors.

Your favorable reply is greatly appreciated. If additional information is needed, please contact me or Ginger Vadurro of Human Resources at 213 351-5524. I am anxious to announce the appointments as soon as possible.

DS:rc

Attachment